



## **Supplier Code of Conduct**

### **Introduction**

Mitt Plagg in Sundsvall AB is a contract manufacturer for healthcare workwear, an industry with conscious customers regarding environmental and social questions. The input material, e.g. fabrics, labels, thread and similar materials are bought by our suppliers and are then manufactured into our products. These suppliers, which supply OEKO-tex certified products, have for many years been partners with Mitt Plagg. We strive for long-term cooperation, which ought to facilitate the compliance of this Code of Conduct. We also carry out supplier assessments of compliance with the Code.

The Code of Conduct expresses the expectations and, in some cases, requirements that we place on our suppliers. If subcontractors are used to manufacture, or partially manufacture, the products that are supplied to Mitt Plagg the suppliers shall be responsible to actively engage for the compliance of this Code amongst its subcontractors, including raw material production. Mitt Plagg may, under certain circumstances, approve the suppliers' own code of conducts – assumed that the suppliers' code is in line with the content of Mitt Plagg's Code of Conduct.

### **Legislation**

Suppliers must fulfil national laws and regulations in the countries where they operate. This include legislations on environmental and workers' rights. In cases where international regulations provide for greater protection for the individual than national laws or regulations, the supplier shall endeavour to comply with the principles of the international regulations. In addition, Mitt Plagg shall be informed if such conflict occurs.

### **Human rights**

Mitt Plagg supports and respects human rights in accordance with the United Nations' Universal Declaration of Human Rights (1948) and expect that our suppliers do the same. This means that the supplier shall not be involved with direct, beneficial or silent complicity of human rights violations.

### **Conditions and terms of employment**

The ILO-Conventions no. 29 and 105 shall be followed and no form of forced labour may occur. This includes slave labour, involuntary prison labour or bonded labour. All labour shall be voluntary, and the employee shall have the right to terminate his/her employment after a reasonable term of notice.

The employees may not be forced to unwillingly give away identity documents or pay deposits to suppliers that are hired by us.

The ILO-Conventions no. 100 and 111 shall be respected and all employees shall therefore have the same opportunity and be treated equally regardless of gender, race, complexion, ethnic origin, nationality, religion or religious beliefs, political standpoint and/or social background. Discrimination, i.e. unfair treatment based upon biased grounds, and harassment, physical or psychological, may not transpire.

Child labour – or work carried out by a person under the age of 15, or 14 if the national legislation allows this – may not occur. Mitt Plagg follows the ILO-Conventions no. 138 and 182 as well as the United Nation's Convention on the Rights of the Child article 32 and our suppliers shall do the same. Our interpretation of the UN article is that a person is considered a child until he or she has turned 18. We therefore recommend that employees between the ages of 15 and 18 are treated accordingly. This means that employees of these ages shall not work night or undertake dangerous work tasks.

Mitt Plagg shall be informed immediately if any indication of child labour is detected in the companies or factories that are employed or used by our suppliers.

The right to collective bargaining and freedom of association shall apply and employee representatives may not be discriminated. For this paragraph, we refer to the ILO-Conventions no. 87 and 98 that shall be followed. No less than the national minimum wages of the manufacturing country shall be paid out to the employees. All employees shall be informed in writing prior to the start of their employment regarding the remuneration and preferential conditions that apply to their employment as well as receiving regular salaries.

Reasonable working hours, national law and/or industry standard shall apply. Working hours shall normally not exceed an average of 48 hours per week. At least one day of the week shall be work free.  
Labour and social insurance may not be circumvented. Legislations on leave, including vacation, shall be adhered to and the employees shall have the right to sick leave without any negative connotations.

#### **Working environment**

A healthy and safe working environment shall exist for the employees, as well as hired labour, in all parts of the operations.

No harmful air contents may occur and the temperature in the factories shall be comfortable and be supported with good ventilation and heating elements. Current occupational safety practices and all relevant working environment regulations must be followed and delegated to the employees. All protective measures shall be funded by the company and the regulations that exists within the industry must be followed. All employees must be aware of the safety arrangement within the factory as well as the location of emergency exits, fire extinguishers, first-aid equipment, etc.

A continued effort to improve the working environment shall be documented and presented.

#### **Anti-corruption**

Mitt Plagg supports the UN Convention against corruption and we expect our suppliers to work against any form of corruptions and/or bribes. Direct or indirect undue payment or other forms of compensation with the aim of obtaining, maintaining or directing business operations may not be given or received.

#### **Environment**

Current local and national environmental regulations in the manufacturing country shall always be followed. Furthermore, the supplier is expected to know and follow requirements in accordance with regulations, rules and permissions, which requires that the supplier contain knowledge and control over its environmental impacts as well as continuously working with improving environmental actions within its own operation. For an example, reducing resource use or emissions to water and air.

#### **Compliance and follow-up**

Mitt Plagg hereby commit that the task surrounding the Code of Conduct will be followed up and continuously developed. The code will be communicated, and the progress documented. It is our intention to work towards ensuring that our suppliers meet the requirements in this Code. Furthermore, it is our understanding that the process to improve conditions in the supply chain reaches the best result if a constructive dialogue is maintained with our suppliers, on all levels, and that the code is subjugated to continuous revision and renovation.

Mitt Plagg reserves the right to conduct controls and follow-up on each supplier.

We will place great importance on the presence of current documentation on employees, their salaries, reports on possible injuries and accidents in connection with work assignments as well as how this has been prevented.

Suppliers to Mitt Plagg shall conduct compliance checks of this code and ensure that their employees are informed of its content in a language that they can understand.

Date and place

Sundsvall 2019-02-07

Company name

Mittplagg i Sundsvall AB

Signature

Title

VD/ägare/owner Lisa Svensson